

FINAL WARNING

You are being notified that if it is found that you worked your crew longer than 6 1/2 hours without taking lunch, your employment will be terminated immediately upon Mountaire's awareness of the incident. No further excuses will be accepted. Once your crew has reached 6 1/2 hours of work and they have not stopped for lunch they must stop for 30 continuous minutes for lunch. This procedure was explained to all crew leaders by David Nuse and Al Z. Your signature below means you fully understand the policy and not following the policy will be a willful and wanton disregard of the rules and you will be terminated without further warnings.

Al. Z. Anderson 3/2/04
David Nuse 3/2/04
Larry E. Gibbs 3-2-04

